

Office Memorandum • UNITED STATES GOVERNMENT

TO : Comptroller

DATE: 7 March 1960

FROM : Deputy Chief, Fiscal Division

SUBJECT: Inspector General's Survey of the CIA Career Service -
December 1959.

1. The Fiscal Division is in accord with the general proposal of occupational career programs instead of organizational and the establishment of a Career Development Board to direct a program which would develop qualified personnel to fulfill the requirements of the intelligence operations. However, the survey report does not put sufficient emphasis on the careers of certain professional, administrative and support personnel, who in many instances give up more tranquil and lucrative careers.

2. An exception is particularly taken with Par. M-14, since such professional personnel, who desire to remain in the Agency's employment for the satisfaction of having a part in safeguarding the country would by the loss of public recognition, limitation of associates, limitation on discussion of work activities, etc. lessen their opportunities to compete and secure comparable positions elsewhere.

3. It is our opinion that the Career Development Board should also inaugurate a career program for specialists and/or support personnel to afford them the same opportunities for advancement and job security as that proposed in intelligence operations. The work assignments of many support personnel are parallel to that of intelligence operations with regard to pressure, anxiety and manifold tensions. Support professional personnel should also have a good knowledge of operations in order to best serve the Agency in their field and, therefore, upon EOD should be given the opportunity through career development to gain this necessary knowledge and be integrated as part of the intelligence team for career recognition.

4. Without a career program to assure like benefits that are afforded by other employment, the Agency may be caused considerable embarrassment in recruiting qualified specialists and/or support personnel which would ultimately hamper intelligence operations.


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